

John E. Pate, M.S.

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CAREER FOCUS: LAW ENFORCEMENT EXECUTIVE

Staff Leadership | Public Safety & Security | Community Policing

INNOVATIVE, FORWARD-THINKING, AND MISSION DRIVEN HIGH-PROFILE EXECUTIVE focusing on crime-reduction strategies. Lead major organizational reform while upholding the vision of the community and its elected officials.

*9 years managing cumulative **\$52.7M in assets**, increasing **funding by \$7.9M**, & improving **productivity 130%**.*

To Whom It May Concern:

As your pursuit for an integral and high-performing change agent continues, a law enforcement executive who can make things happen is vital to execute missions and reduce crime. In a time where fostering a diverse and inclusive workforce is prevalent, appointing someone who **embodies staff culture** is essential to lead major organizational reforms.

While building a strong connection with the community and stakeholders, I have cultivated positive one on one relationships with city residents. Likewise, I have **collaborated with law-enforcement agencies** on crime reduction and anti-terrorism strategies. As a change agent, I believe media presence can be a tool for change. Consequently, I have been **quoted three times in 2018 on Chicago Tribune** regarding tax increment financing (TIF) and operations and auditing.

Serving as police inspector (deputy director) at **Cook County Sheriff's Office, 2nd largest county sheriff's office in the country** consisting of over 6,900 employees, I decreased death in custody incidents by 75% and reduced legal liability related to avoidable incidents by 47%.

A few examples of results I have produced include:

- **Reduced violent crime 80% and property crimes 20%** by allowing officers to transition to proactive instead of reactive enforcement model.
- **Served as an ILETSB 480-hour basic law enforcement academy instructor** specializing in criminal law and procedure, crisis intervention, and police ethics.
- **Improved employee attendance 39%**, ensuring law enforcement personnel maintain legal mandated requirements and training, resulting in 100% compliance in law enforcement operations and administration.

How will this benefit you? As your law enforcement agency addresses critical functions, such as staff accountability, crime-reduction, and data-management infrastructure, I can introduce **innovative ideas to target proven deficiencies**.

I invite you to call me to talk more about how I can use my **advanced law enforcement and leadership training** as a law enforcement executive in your agency. In the meantime, I have included bottom-line results and my professional achievements in my resume for you to review.

Sincerely,

John E. Pate, M.S.

JOHN E. PATE, M.S.

Quoted on
The Miami Times,
The Miami Herald,
&
Chicago
Tribune

CAREER FOCUS: CHIEF OF POLICE

DEPARTMENT SERVICES | ADMINISTRATIVE FUNCTIONS | OPERATIONAL ACTIVITIES

Law enforcement executive spearheading diversified divisional police activities to achieve departmental goals.

9 years managing cumulative \$52.7M in assets, increasing funding by \$7.9M, and improving productivity 130%.

TRANSFORMATIONAL AND DIVERSIFIED leader training 1,889+ uniform and non-uniform, sworn and non-sworn police officers. Served as police inspector (deputy director) at Cook County Sheriff's Office, **2nd largest county sheriff's office in the country consisting of over 6,900 employees**. Overhauled police department by replacing underperforming Command Staff including Chief of Police.

BUSINESS ACUMEN: Unlocked problems involving **\$45M in fiscal management and 138+ member workforce operations**. Improved relationships between city administration and State of Florida through continuous communication with Governor's Office and appointed Financial Emergency Board. **Remained fully staffed without lay-offs** in spite of \$600,000 in lost revenue during pandemic.

OPERATIONS IMPROVEMENTS: Revitalized **operational effectiveness across 29 divisions**. Spearheaded update for procurement procedures including legislative ordinance. **Implemented checks and balances** for staff accountability. Enforced performance reporting system with quarterly achievement evaluations.

Expertise include: Criminal Investigations / Insurance Fraud / Criminal Code Investigation / Budgetary Compliance / Public Administration / Staff Training & Supervision / Complex Departmental Activities / Law Enforcement Administration / Arrest & Admissibility Of Evidence / Crime Detection

The Miami Times

Full plate served to Opa-locka manager

John E. Pate, from University Park is the city's new CEO
Opa-locka's new city manager got the audit started, unveiling corruption. And he plans to implement a similar plan in Opa-locka for road repairs.

"I spearheaded a forensic audit that discovered the money missing," said Pate. "In previous years they were running in the red financially. I was able to bring them into compliance in terms of auditing and financial standards. Bring the village into the black."

The Miami Times

BUDGETS ON THE BRINK

Local governments avoid layoffs as COVID-19 bleeds reserves

Opa-locka's City Manager, John Pate, also said his city's reserves have come in handy. Opa-locka lost about \$600,000 in revenue that it would have otherwise received without the pandemic, but it has neither laid off employees nor cut services so far. Pate expects the city's reserves to cover both services and salaries next year. He does not, however, rule out the possibility that budget cuts may be necessary as the pandemic continues to impact revenues in the long term.

LAW ENFORCEMENT EXPERIENCE

CHIEF ADMINISTRATIVE OFFICER (CITY MANAGER) & DIRECTOR OF PUBLIC SAFETY, City of Opa-Locka, FL, 10/2019 to Present

Miami Herald

As COVID-19 rages on, this Miami-Dade city continues to fight for its financial life

Pate, the city manager, said the city has not had to furlough or lay off any workers amid the pandemic. But the economic downturn will ultimately affect Opa-locka's tax revenues, said Pigatt, a concern [shared by cities across South Florida](#).

*Chosen for delivering results with **strong business focus, financial eloquence, and operations strategies**. Collaborated with Mayor, Vice Mayor, and Commissioners on finances, infrastructure, and operations. Managed COVID-19 pandemic, flooding emergencies, and community crime. Lead 180 employees. Administer \$45M budget.*

- Administered \$89M in resources to create efficient growth in finance, infrastructure, and operational audit.
- Negotiated \$5.2M release of bank-retained surplus funds resulting from financial emergency city status leading to defaulted municipal bonds.
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- **Created additional \$2.5M in revenue-generating source** for enterprise fund by discovering inefficiencies in wastewater billing through storm water utility rate study conducted in October 2019.
- **Projected to invest \$1.8M to upgrade technology infrastructure** hardware and software throughout five years for city-wide improvements to support operations and business administration.
- **Directed sidewalk infrastructure project for all residents, \$0.6M budgeted for FY 20 and FY 21, with potential for additional \$1.1M** towards end five-year plan, adhering to Americans with Disabilities Act (ADA) guidelines.

Removed city from state of financial emergency after five-year collapse and multi-million-dollar delinquency. Received Florida Governor's Designee full approval for five-year financial management plan and Fiscal Year 2021-2022 budget without modification. Created financial blocks to preserve and grow reserves in preparation for future issues.

- **Reorganized citywide staffing of 140 members** including finance, building and licensing, and code enforcement, implementing staff accountability standards following 99 findings from State of Florida Auditor General audit.
- **Reduced staff turnover by 80% and revamped city compensation plan increasing staff salaries by 10%** over 5 years removing city from ranking at the lowest for staff pay rates.
- **Negotiated 50% release of restricted cash from City National Bank** for use in city operations while completing annual budget, fiscal year 2019 to 2021 submitted by Ordinance to Governor's Designee.
- **Brought in 15% in funds** by overseeing Annual Municipal Compliance Reports, fiscal year 2019 to 2020 submitted to Citizen's Independence Transportation Trust (CITT) regarding ½ Cent Penny Tax Distribution to Municipalities.
- Spearheaded 8-member team for **certification on TRIM Legislation in Compliance with FY 2019-2020 Florida Department of Revenue**, ensuring city access to hundreds of thousands of funding otherwise withheld from city.

Village of University Park, University Park, IL, (9/2015 to 10/2019)

CHIEF ADMINISTRATIVE OFFICER (CITY MANAGER) & DIRECTOR OF PUBLIC SAFETY (8/2017 to 10/2019)

CHIEF OF POLICE (9/2015 to 8/2017)

*Brought on board to tackle malfeasance, misappropriation on tax dollars, and theft of services. Charged with **overturning operating budget from negative \$1.7M to \$296K deficit**. Cultivated superior award-winning staff. Report to mayor and board of trustees. Led 89 members in departments including police, fire rescue, and information technology.*

- **Discovered 35%/\$14M in questionable bank transfers unjustified based on Tax Incremental Financing laws** via forensic auditing firm.
- **Led village to recover \$6.7M a year** and acquire funding for economic development incentive.
- **Acquired, managed, and maintained \$52.7M worth of assets** including 15+ vehicles, computers, and servers to improve municipal infrastructure and protect stakeholder(s) interest.
- **Yielded 180° transformation in staffing issues during 18-month period** and captured fiscal liability upfront.
- **Drove overall staff productivity about 73%** by re-engaging staff through team building, interdisciplinary work, and direct leadership, leading by example and applying creative management measures.



POLICE INSPECTOR (DEPUTY DIRECTOR), Cook County Sheriff's Office, Chicago, IL, 11/2010 to 9/2015

Second largest sheriff's office in the country. County government organization with departmental budget of \$91.6M and 4,500+ employees. Supervised 15 to 35 investigators charged with conducting administrative and criminal investigations. Reported to executive director, supervised 1,800 law enforcement and civilian members based on operational priorities.

- **Increased productivity 57%** by improving operational and administrative strategy and accountability, transforming hostile environment conducive to law enforcement and police-community relations.
- **Reduced risk management issues by 35%** and implemented change prior to catastrophic issues including assessing fiscal inefficiencies, lack of direct supervision, and non-adherence of policies.

- **Identified 149 non-compliance issues** through random sampling based on nationally recognized audit and inspection strategies before spearheading reorganization process.
- **Eliminated compliance violations by 61%** in security breaches outside and within Cook County Sheriff's Office (CCSO) computer network by acting as principal writer of the Criminal Justice Information System Policy.
- **Decreased death in custody incidents 75% and reduced legal liability related to avoidable incidents 47%** by serving key role in audit/review of "Death in Custody" process, advising 20 senior management on causation.
- **Reviewed 85 to 110 incidents per year** from inception to completion to ensure all procedures were followed and no employee misconduct occurred, improving totality of incidents.

POLICE LIEUTENANT (OPERATIONS & ADMINISTRATION), Village of Phoenix, Phoenix, IL, 3/2007 to 11/2010

Selected to reduce high crime and shortage of law enforcement personnel for municipal government. Reorganized agency from top to bottom focusing on administration, operations, and professional development. Reported to chief of police.

- **Increased limited finances 35%** through grant opportunities and intergovernmental agreement allowing use of various equipment from local, county, state, and federal partners.
- **Improved investigation outcome 45%** by emphasizing data-driven policing strategies along with crime mapping and other statistical resources using big data when more crimes were documented and reported on time.
- **Served as an ILETSB 480 hour basic law enforcement academy instructor** specializing in criminal law and procedure, crisis intervention, and police ethics.
- **Improved employee attendance 39%**, ensuring law enforcement personnel maintain legal mandated requirements and training, resulting in 100% compliance in law enforcement operations and administration.
- **Reduced violent crime 80% and property crimes 20%** by allowing officers to transition to proactive instead of reactive enforcement model.

ADDITIONAL LAW ENFORCEMENT

SPECIAL AGENT, Norfolk Southern Railway Company, Chicago, IL, 9/2012 to 9/2013

Recruited in midst of major cargo theft and shrinkage to reduce theft and property crime. Selected among two special agents to reduce cargo theft. **Achieved cargo theft reduction and trespassing 35% within eight months** following data-driven policing strategies, police-community relation activities, and intergovernmental work. **Lowered insurance claims 40%** through intermodal carriers, preventing businesses from transferring to other railroads via major arrest of cargo theft group consisting of 8 people in collaboration with 13 members.

FEDERAL INVESTIGATOR, Equal Employment Opportunity Commission (EEOC), Chicago, IL, 11/2009 to 11/2010

Charged with resolving equal employment opportunity (EEO) violations and investigations. Reported to supervisory federal investigator. **Increased efficiency 65% in case management and legitimate investigations** by reducing story manipulation, interviewing potential litigants before informing them of administrative and legal rights/responsibilities.

MILITARY

UNITED STATES ARMY, Chicago, IL, Human Resources Operations Instructor/Manager, 1st Lieutenant, 2000 to 2015, Honorable Discharge, Recognition: National Defense Service Medal, ARMY Achievement Medal, ARMY Commendation Medal

EDUCATION, PROGRAMS, & AFFILIATIONS

MASTER OF BUSINESS ADMINISTRATION in Management, GPA: 3.7/4.0, Governors State University, University Park, IL, In progress

MASTER OF SCIENCE in Criminal/Social Justice Studies, GPA: 3.7/4.0, Lewis University, Romeoville, IL, 8/2014

BACHELOR OF ARTS in Interdisciplinary Studies, GPA: 3.6/4.0, Governors State University, University Park, IL, 12/2009

PROCEDURAL JUSTICE & POLICE LEGITIMACY, Tri-River Regional Law Enforcement Training Center, Joliet, IL, 2018

POLICE EXECUTIVE MANAGEMENT PROGRAM (Class# 44), Northwestern University, Evanston, IL, 2017

ENDURING, SURVIVING, & THRIVING AS LAW ENFORCEMENT EXECUTIVE IN 21ST CENTURY, Western Illinois University, Macomb, IL, 2016

POLICE EXECUTIVE ROLE IN THE 21ST CENTURY COURSE (CLASS# M-221), Western Illinois University, Macomb, IL, 2015

SCHOOL OF POLICE STAFF & COMMAND, Northwestern University, Evanston, IL, 2014

TARGET POSITION: CHIEF OF POLICE

Staff Leadership | Public Safety & Security | Community Policing

9 years managing cumulative \$52.7M in assets, increasing funding by \$7.9M, and improving productivity 130%.

References

Milton Payton

Trustee (Elected Official)

Years known: 4 Years

Village of University Park

1400 Pine Woods Court, University Park, IL 60484

milt@milpayton.com

708.351.6675

*"John is a **revolutionary municipal government leader**!! His diverse government and organizational development experience had made a significant and profound impact on any entity he has led. He has made more substantial progress and positive contributions to the Village of University Park than his predecessors in such a short period of time."*

Deborah Taylor

Resident

Years known: 4 Years

Village of University Park

810 Pin Oak Lane, University Park, IL 60484

dtaylor0530@yahoo.com

708.574.3611

*"John has always been an out **outspoken representative for the residents** he serves. He is always attentive and addresses community concerns in a timely, efficient, and effective manner. He is more of a member of this community than individuals who live here."*

Gina Williams

Resident

Years known: 4 Years

Village of University Park

814 Pin Oak Lane, University Park, IL 60484

mama_gina5000@yahoo.com

708.534.0943

*"John is absolutely amazing! He cares and provides superior services to the members of the community. He is attentive, open, always available, and fights for **the rights of community stakeholders**. He is his own man and makes decisions based on his own values, integrity, and morals."*

Christopher Fletcher

Chief

Years known: 4 Years

Calumet City Police Department

1200 Pulaski Road, Calumet City, IL 60409

cfletcher@calumetcity.org

773.710.9736

*"John is a young, innovative, transformative, and trendsetting leader. He leads from the front and is always open to help other communities in need of guidance and technical assistance. He believes in **building relationships with local, county, state, federal, and international stakeholders.**"*

Henry Hemphill

Deputy Director

Years known: 9 Years

Cook County Sheriff's Office

4622 Newberry Avenue, Oak Forest, IL 60452

henryhemphill@gmail.com

312.292.0909

*"John is an **advocate for law enforcement staff development and community service.** He holds the highest level of integrity, leadership, and accountability to service I have the honor of witnessing. He always has focused on and ensured the goals, mission, and values of the Cook County Sheriff's Office are met regardless of the circumstances."*

Demitrous Cook

Chief

Years known: 4 Years

Evanston Police Department

1454 Elmwood Avenue, Evanston, IL 60201

dcook@cityofevanston.org

708.941.4495

*"John has been nothing but a **rising star in both law enforcement and municipal government leadership** in the South Suburbs of Chicago. He is tactful, interactive, and focused on doing the best job he can for whomever he is serving. He will achieve greater goals in a position of higher responsibility and complexity."*

Ernest R. Roberts III, PE

Municipal Engineer

Years known: 4 Years

Robinson Engineering

7000 South Park Avenue, South Holland, IL 60473

eroberts@reltd.com

312.316.1207

*"John has been an outstanding partner in planning, developing, and executing various engineering projects. His collaboration with key business stakeholders led to **the development of the first public/private partnership to address road infrastructure improvements.** He has been one of the best city managers I had the pleasure of working with."*